Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — July 2006 # 235

Hoffa Is Playing Politics with UPS Bargaining and Overnite/UPS Freight

Can Teamsters Trust This Man?

"We won it—card check, neutrality. UPS Freight. Wow!"

Hoffa kicked off his reelection drive at the Teamster Convention by announcing that our union had won a card check agreement to organize UPS Freight (Overnite).

Hoffa waved a document to the crowd and declared, "This agreement between the Teamsters and UPS Freight is a letter for card check and neutrality at Overnite."

The delegates at the Convention cheered, and rightly so. Organizing UPS Freight must be a top priority of our union. An agreement that protects the right of UPS Freight employees to freely join the Teamsters without union-busting harassment would be something to celebrate.

Hoffa wasn't telling the full story about his deal with UPS management.

Hoffa did not reveal that the card check and neutrality agreement applies to only one out of more than 200 UPS Freight terminals.

That is not what most Teamsters understood when Hoffa stood on the Convention podium and puffed, "We won it—card check, neutrality. UPS Freight. Wow!"

Our union must win this organizing battle. It is critical to the future of Teamster bargaining power at UPS and in the freight industry. Failure is not an option. Every Teamster must pledge full support to this effort.

But to win, our leadership has to level with the membership. When it comes to organizing Overnite, Teamster members don't need spin. We need the truth and a plan to win.

See our report on page 4.

Early UPS Negotiations

"In 2002, Hoffa told us he won the 'Best Contract Ever' at UPS. Then why are we at the table for early bargaining two years before the contract expires?"

Todd Hartsell
Local 90, UPS
Des Moines, Iowa

Hoffa has announced the Teamsters will start early negotiations with UPS this summer before the ballots in the International election go out. The contract expires in 2008.

Why are we really in early negotiations with UPS? And what will it take to win a strong contract?

See page 4 for details.

Central States Diversion of Funds Hits Health Benefits

Effective Aug. 1, all Michigan cartage Teamsters covered by the NMFA will have major cuts in medical coverage, as a result of money diverted from their fund to the Central States Pension Fund. The Michigan Fund informed all affected members of the cuts in a July 3 letter.

The big heath care cuts that the Hoffa administration just slapped on Michigan freight Teamsters will spread to freight, UPS and carhaul Teamsters throughout the Central and Southern Regions.

See page 3 for full story.

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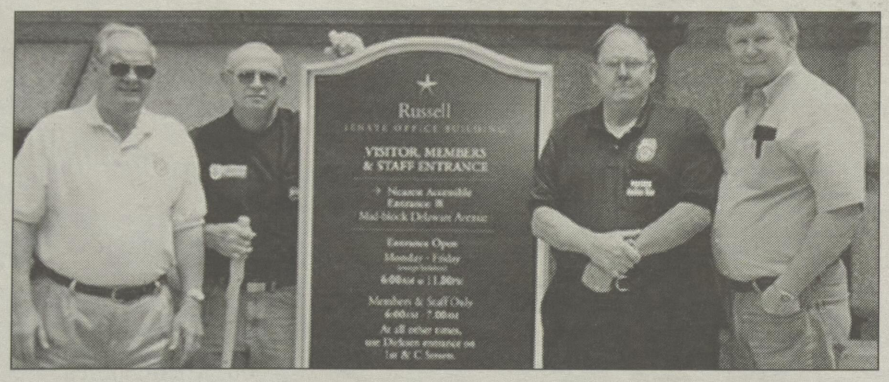
Letters From Our Members

"We'll Be at the TDU Rank and File Convention Sept. 22-24, Cleveland"



Frank Bryant and friends at the U.S. Senate Russell Building to lobby against the destructive Red Zone Amendment (see page 3).

"I plan to be at the TDU Convention with my North Carolina brothers Jerry Fisher, Wayne Turner and Tommy Burke. We're looking forward to meeting with other activists to strategize for the pension legislation battle coming later this fall.

"We'll be in town Thursday night and want to invite anyone who is in the area to come out to dinner with us for an informal meeting on pension issues. If you are interested call the TDU Office for more information. See you there."

Frank Bryant
Local 391, Retired
Greensboro, N.C.

We Will Vote for Real Leaders

I am writing in reference to an article circulating from the *Kansas City Star* covering Tom Leedham's recent campaign stop, specifically the comment by Richard Leebove (Hoffa's hired staff). He said that Tom Leedham has been missing in action for the past six years.

As a former principal officer I was insulted by the comment. Anyone who is elected and serves as principal officer knows the long hours and dedicated work it takes to do the job. After two terms in office Hoffa and hired help still don't have a clue. That is why many local presidents and secretary-treasurers will be marking their ballots for the Tom Leedham Strong Contracts, Good Pensions Slate.

You don't get re-elected several times like Tom has been in his local by being missing in action.

Michael P. Schaffer
Local 769, Roadway Express
Miami

When Will it End?

Health insurance has increased 600 percent in the last six years for Central States retirees. When will this yearly raise for health insurance stop? Our pension isn't keeping up.

Robert K. Holley
Local 17, Retired
Sioux Falls, S.D.

Hoffa Hurt Freight Drivers

In the Master Freight Agreement we lost "innocent until proven guilty," our pensions ebbed, and our medical, too. We were told that the contract would maintain our benefits; that was a lie. Our coverage got worse and our costs went up. Meanwhile Hoffa continues to blow our money.

Thom Schwendeman
Local 174, Yellow
Seattle

Frustrations Over UPS Bargaining

Opening bargaining early just weakens us, but Hoffa doesn't care. His father would be ashamed, as am I, that our leaders never worked a day in their lives. Excessive overtime grievances do nothing. The contract is crap and has no clout.

Fraternally yours,
Mike Lanich
Local 449, UPS
Buffalo, N.Y.

Proud Teamster for Leedham

It has taken me a long time to write this but I am tired of letting our union representatives do whatever they like! We were promised by Jimmy Hoffa Jr. that our pension would not be cut, but it was. We were promised that there would be no dues hike, but we got an increase that added to the funds of the International Union, while we got decreases in pension and insurance coverage.

It is time to take a stand, if not for ourselves, then for our families. Vote to elect Tom Leedham as our next president!

We all as union brothers and sisters have to bring our union back to the members, where it should have been all the time! I have been a loyal member of the International Brotherhood of Teamsters for 34 years and I want to be proud of my union. It is time for change! Stand up for what so many of us believe in. Vote how you really feel!

Vote the Tom Leedham Slate and we will finally get what we pay for—an International Teamsters Union that we can be proud of!

Mike Brown
Local 519, UPS
Knoxville, Tenn.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at **www.tdu.org** and use the link provided there, or e-mail your letter to **letters@tdu.org**.

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Co-Chairs:
Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Willie Hardy, Memphis Local 667
Matt Latzo, Washington Local 639
Bob McNattin, Minneapolis Local 120

Members:
Richard Berg, Chicago Local 743
Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Larry Macdonald, Atlanta Local 728
Ernesto Perez, Los Angeles. Local 396
Sandy Pope, New York Local 805
Mara Quiara, Puerto Rico Local 901

Alternates:
D. E. "Ed" Michael, Salem, Ill., BLET Div. 724
John Walsh, Seattle GCC Local 767-M
Gary Brooks, Chicago Local 705

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2005 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Central States Fund Diversion:

Michigan Freight Teamsters' Health Benefits Slashed

Effective Aug. 1, all Michigan cartage Teamsters covered by the NMFA will have major cuts in medical coverage, as a result of moneys diverted from their fund to the Central States Pension Fund. The Michigan Fund informed all affected members of the cuts in a July 3 letter.

The Michigan Fund reported that the Hoffa freight leadership diverted money from health coverage over "emphatic objections" of the health plan. For the third year in a row, all contractual health and welfare increases in employer contributions under the NMFA were diverted from health to the Central States Pension Fund.

Medical Cuts

Cuts include basic medical going from 100 percent coverage in network to 80 percent; annual out-of-pocket maximum jumps to $750 per individual and $1,500 per family in network, while out of network will be $1,500 and $3,000. Co-pays are increased; outpatient cancer rider is eliminated; weekly accident and sickness benefits and death benefits reduced; and numerous other cuts will increase expenses to affected Teamsters. The Fund has set up a two-tier arrangement, with freight going down to a new "TIF 2" level, while others will remain at "TIF 1."

Hoffa asserts that he has the right to change the NMFA without a vote of the affected members, and has done that to divert contractual money from health to pension for three straight years. The Central States Health and Welfare Fund has dealt with this diversion by serious cuts, essentially killing retiree health care. A 56-year-old Teamster retiring with 30-and-out on Central States Health and Welfare now must pay $1,220 per month for medical coverage for the Teamster and spouse.

The diversion by the Hoffa administration hurts 2,000 Michigan cartage Teamsters and also may eventually hurt the 900 freight Teamsters in the Wisconsin Health Fund. Milwaukee Local 200 has held educational meetings with affected members and retirees and has taken a vote on what members think should be done with the 60 cents per hour increase in employer contributions due on Aug. 1. The Wisconsin Fund could maintain benefits if the 60 cents would at least be split between health and pension. The Central States employers want all of it diverted to the pension fund to reduce the employers' unfunded liability.

Teamsters Fight Bad Pension Legislation

In May, a delegation of Teamster local officers and members, some of them pictured above, converged on Washington to meet with Congressional reps about dangers for Teamsters in pending pension legislation. In particular they were on Capitol Hill to deliver a message: the Red Zone Amendment, which would allow pension funds to cut benefits already earned, must go.

"The Bible says 'confront the devil and he will flee from you,'" North Carolina retiree Frank Bryant said of the delegation's meetings with senators and staffers. "Well, we are confronting the Red Zone and will keep doing so until it is swept out of this legislation."

Congress has been working for over a year to adopt pension reform legislation. There are a number of negative provisions in the bill. The Red Zone Amendment would let pension funds cut earned, early retirement benefits if funding levels fall below a certain level.

The International Union at first supported the Red Zone Amendment, but shifted gears after a grassroots campaign was launched, and the recent IBT Convention passed a resolution against it. But the International hasn't done anything to stop it, so members and locals have taken on the hard battle themselves, combating UPS management on the issue. Petitions with thousands of signatures have been delivered to key senators and representatives by pension activists like Bryant, Local 1035 Principal Officer Chris Roos, and many others across the country. Currently, the pension bill is still before a Conference Committee of senators and Congressional reps.

"The average worker is paying more and more of the cost of doing business and the corporations are getting more of the cream," Frank Bryant said. "To add insult to injury, they try to take away the benefits we have earned. This is a fight for all workers."

I'll Be There

"Whether you are a new Teamster looking to get involved or an experienced member wanting to fine-tune your skills, the TDU Convention is a great place to be. The convention offers you the latest in strategies and education. You will also get a chance to network and meet other union members and knowledgeable labor leaders."

Katie Brutcher
Local 1149, Anheuser-Busch Brewery
Elected Delegate to IBT Convention
Baldwinsville, N.Y.

Registration Form on Back Page

Coming Soon: After Election

Central States Cuts to H&W

The big health care cuts that the Hoffa administration just slapped on Michigan freight Teamsters will spread to freight, UPS and carhaul Teamsters throughout the Central and Southern Regions.

The Central States trustees are staying quiet about the cuts until after the election for International officers. Then the "surprise attack" will come down.

For the third year in a row, the contractual August 60 cents per hour increase in employer contributions in the freight, UPS and carhaul contracts has been diverted from health and welfare benefits to the Central States Pension Fund, at the request of the employers.

Central States Health and Welfare has balanced the books for the past two years by taking health coverage from retirees. But now they will have to come after working Teamsters.

Many UPS Teamsters have company-provided health and welfare, but the company sets the benefit level by matching Central States benefits, so the cuts will hit them as well.

Critical UPS Freight Battle Looms

Can Hoffa Deliver on His Campaign Year Hype?

"This agreement between the Teamsters and UPS Freight is a letter for card check and neutrality at Overnite."
James P. Hoffa, June 27, 2006
IBT Convention, Las Vegas

With those words, Hoffa promised Teamsters that he won an agreement to let our union organize Overnite (now UPS Freight) without the union-busting tactics we've seen from management in the past.

Will Hoffa's agreement really deliver this promise? We hope so. Organizing UPS Freight is an issue that rises above politics. It's critical to our union's future at freight and UPS—and to the future of our pensions and benefits too.

We hope Hoffa's deal gives us the ability to organize. But we have questions, too.

Agreement Still Secret

When it comes to agreements, the devil is in the details. And we've learned the hard way that what Hoffa promises and what he delivers aren't necessarily the same thing. In 2002 and 2003, Hoffa guaranteed that his agreements at UPS, freight and carhaul would protect our pensions and benefits for six years. We know how that turned out.

So far, Hoffa has not shared the agreement, even with Teamster leaders. But serious questions are being raised since the BNA *Daily Labor Report* revealed that the agreement is limited to just one UPS Freight terminal out of hundreds.

Hoffa failed to mention this detail at the Teamster Convention. So did the IBT's press release and Hoffa's letter to local leaders after the convention.

Under a normal "card check" agreement, an employer agrees to voluntarily recognize the union if a majority of its employees sign a union card. This eliminates the need for an NLRB-run union election. In the past Overnite has used illegal tactics to bust Teamster organizing drives during the NLRB process.

"Neutrality" means that management agrees not to oppose unionization efforts and to let workers decide for themselves.

Hoffa's card check and neutrality agreement applies to just one UPS Freight facility of the IBT's choosing. After that, the IBT will have to go terminal by terminal. At this point, there is no agreement from the company to extend card check and neutrality to any other location.

From Card Check to Union Contract

What does this mean for our goal of organizing all 15,000 UPS Freight employees under the National Master Freight or UPS contract and into our pension plans? That's not clear.

The IBT's plan is to choose one facility and organize it. The next step, according to Ken Hall, will be to win a contract at that one facility.

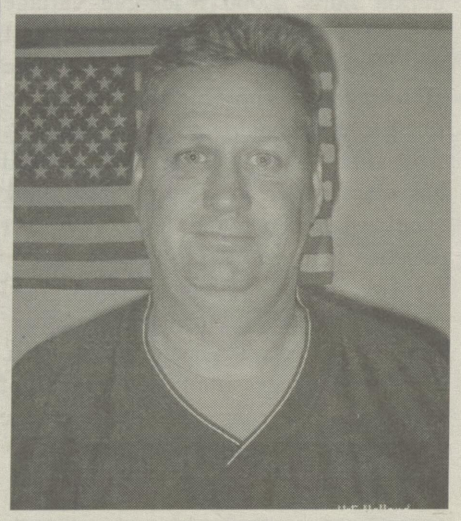
What is the IBT's plan for winning a strong contract at one UPS Freight terminal when the vast majority of the company remains unorganized? So far the IBT is not saying.

On July 1, 2005, Hoffa first announced he would unveil a "comprehensive plan to organize UPS Freight." More than one year later, local leaders and members are still in the dark about what the plan is to win.

Organizing this long-time union-buster is critical. So is bringing it under a strong master contract and into our Teamster pension and benefit plans.

It will take the unity and involvement of the Teamster membership. All Teamsters should be ready to help.

It's time for Hoffa to level with the members about the plan for organizing UPS Freight. Concerned Teamsters jumped at the opportunity to take on Overnite before—and we'll do it again given the chance.



"Organizing is the key to our future in freight. That's why I used three weeks of my vacation time to be on the Overnite picket line. I never knew that Hoffa had no plan to win and intended to shut down that organizing drive after the 2001 election.

"Now it's election year again so Hoffa is talking about Overnite. But he is still not leveling with the membership. We can't afford to have Hoffa play politics because we can't afford to fail at Overnite/UPS Freight."

Kevin Lockwood
Local 107, USF Holland
Philadelphia

UPS & Downs

Pilots to Vote on Contract

In late June the Independent Pilots Association issued UPS an ultimatum: come up with a final contract offer or face a strike. Management has dragged its feet on reaching an agreement, now into their fourth year of bargaining.

Management did come across with an agreement, which will now be put to a vote of the 2,500 pilots. Not all terms of the contract have been released. Pay for UPS pilots has lagged behind other cargo airlines. FedEx pay has been slightly better and pay at some cargo airlines is nearly $50 per hour more. The UPS pilots have also been concerned about benefits and protections from loss of work to nonunion operations.

German UPS Workers Start English Website

UPS workers in Germany have launced a website in English as a way to reach out to brother and sister workers in North America. Go to www.netzwerkit.de/projekte/galley/ for the site.

FedEx Drivers Continue Battle for Representation

The National Labor Relations Board has charged FedEx Ground with engaging in a pattern of illegal activity against New Jersey drivers.

The case stems from work that Teamster Local 177 has been doing with FedEx workers for a number of years. In 2005 the local won an NLRB ruling that FedEx drivers were employees, not contractors. Similar decisions have been issued over the years, which have confirmed that FedEx "contractors" are actually workers who are eligible for unionization.

Drivers at the Barrington, New Jersey terminal became the first FedEx unit to unionize. The new NLRB complaint cites FedEx for threatening and firing workers involved in organizing at the Barrington and West Deptford terminals.

Earlier this year a California court ruled that FedEx Ground single-route drivers in that state were employees and that they should be reclassified as such by April 2006. More than 30 class action lawsuits from contractor drivers are also pending in more than 24 U.S. states. Those lawsuits argue that drivers are not given full autonomy, and demands expense reimbursement, overtime and benefits. If FedEx, which earned $1.4 billion in fiscal 2005, has to classify all 14,000 ground-unit drivers as employees, the pretax hit could be in the neighborhood of $1.4 billion.

"Organizing the nonunion competition is the only way we can win strong contracts and strengthen our pension and benefits.

"Members of Local 728 fought in the trenches when we took on Overnite last time. We did our best to stand strong with those brothers and sisters and we'll do it again now that they're UPS Freight.

"We'll organize until every driver and dock worker has a top Teamster contract and benefits. Worker to worker is the way we'll get it done."

Doris Cash
Business Agent
Candidate for Intl. Trustee
Local 728, Atlanta

Hoffa to Unleash 'Best PR Ever'

Weaknesses in UPS Contract Force Hoffa to Ask Management for Another Bite at the Apple

It's official: Hoffa's "Best Contract Ever" has failed; the union will now sit down to try to negotiate early with UPS management.

Management seems happy to bargain early, hoping to button up a deal long before any threat of a work stoppage, and before the big 100 year anniversary events. Management is telling the media that they are eager to put forward their demand to pull out of Teamster pension plans.

The timing of the early negotiations seems geared not so much towards securing the best possible contract, but the best possible election PR for Hoffa. The announcement came at the Teamster Convention, with the fantastic claim that management came to the bargaining table because Teamster officials were massed at the Paris Casino in Las Vegas.

We can expect that more such announcements, rallies and PR will be timed to the coming campaign period, leading up to the Teamster election in October. Our contract is being used by Hoffa for political purposes.

Hoffa has never carried the vote of UPS Teamsters, and now he is worried they will turn him out.

Hoffa's Incompetence Likely to Cost UPS Votes

Hoffa is good at PR. In the 2002 contract we saw him guarantee pension improvements, health care improvements, guaranteed staffing levels to reduce unwanted overtime, and more. He imposed a dues increase and promised it would deliver Teamster Power. It sounded good.

He settled early and settled short, then put his PR machine to work. But six months into the contract, benefits were cut and promises abandoned.

Hoffa is not good at finishing the job. In 2002 he was in an ideal position, coming off the 1997 strike victory, and blew it. Now he's going to management, admitting his contract failed, while management is pushing to crush our pension plans.

Tom Leedham knows how to finish the job. He knows how to mobilize members and local officers and put a united team in place to win. And he isn't controlled by consultants, PR men, and handlers. He's a Teamster for Teamsters.

In 2001 Tom Leedham defeated Hoffa among UPS Teamsters. He won among UPSers in Los Angeles, San Francisco, Seattle, Portland, Detroit, Chicago, Milwaukee, Minneapolis, Cleveland, Louisville, New York, New Jersey, Atlanta, Memphis, and most other places.

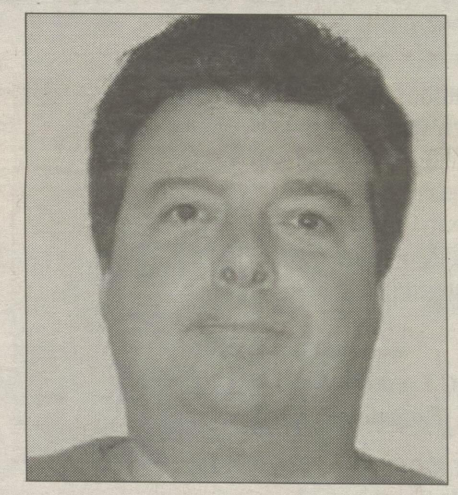
And that was before UPS Teamsters experienced Hoffa's record of broken promises and benefit cuts.

UPS Teamsters need to get involved. First, in the contract. Our future is more important than politics. Get informed and get involved. Second, get involved in the Teamster election. Get every UPS Teamster to vote. Talk to them about the issues, the candidates and how we can turn our union around this year.

"Hoffa is playing politics with our contract. Do you think it's a coincidence that he'll kick off a contract campaign right before the ballots go out?

"Hoffa may know how to kick off negotiations with PR stunts—but his record shows he's not the one we want at the table at crunch time. That's why UPS Teamsters still support Tom Leedham."

Dianne Bolton
Local 174 President
Seattle



"If Hoffa had used the leverage we had in 2002, we wouldn't be bargaining from a position of weakness today. UPS Teamsters need a proven negotiator at the table.

"We're sticking with Tom Leedham."

Jim Reynolds
Local 804, UPS
New York

UPS Requires Drivers to Head Out on Their Own Time

Recently UPS management has quietly expanded a rural route scheme that they launched under the 2002 contract.

Members from North Carolina to California report that UPS is moving the starting locations for certain rural routes from the UPS building to vacant lots 50 or 60 miles away. Drivers are then forced to drive the extra miles on their own dime to get to work—or relocate, or just bid off the routes and let lower seniority drivers take them.

To get its foot in the door, management may make it seem that they are doing drivers a favor. In Bakersfield, Calif. they got the local to agree to one run because a driver lived far from the UPS building and liked the new arrangement. Then they added other runs to remote locations, forcing other drivers to deal with the extra commuting time and costs. North Georgia management took a similar approach by promising drivers eight-hour days and other goodies.

UPS has a trailer deliver to the remote location each morning. The drivers load their cars, deliver and return in the evening to off-load packages. The DIADs are turned in via a driver who comes by in the evening.

Asheville, N.C. Local 61 members saw five of their runs moved to a parking lot 50 miles from the center. Pressure forced management to provide canvas tarps for protection from the rain, but the runs remain. All of the high seniority drivers got off the runs, bumping back into what are sometimes more physically demanding routes.

Bakersfield driver and Local 87 President Dudley Stewart asked "With profits in the billions why does UPS have to try to save a nickel at the expense of their workers? They are spending thousands of dollars on things like videotaping drivers and then pinching pennies with the rural satellite system."

When asked about the remote delivery set-up, IBT Small Parcel Director Ken Hall said that he had "sent a letter" to UPS management about the problem. Members dealing with this issue might want to request a copy of that letter from their local, file grievances, and ask the union to take aggressive action to protect our working conditions.

TDU Convention
September 22-24
Attend the Annual UPS Workers Meeting!

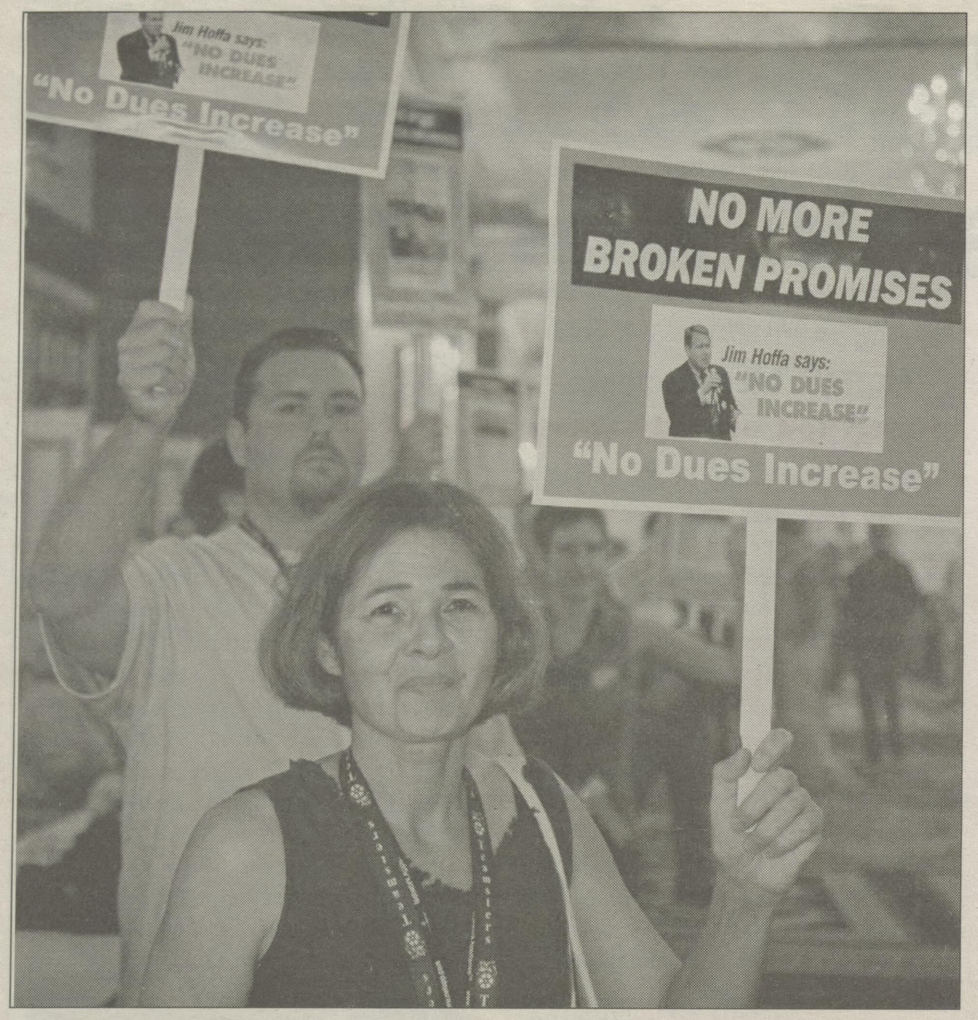
Other Workshops Include:

Grievance Handling ♦ IBT Elections ♦ Health & Safety ♦ Getting Members Involved ♦ Legal Rights on the Job and in the Union ♦ Running for Office

Register using form on back page

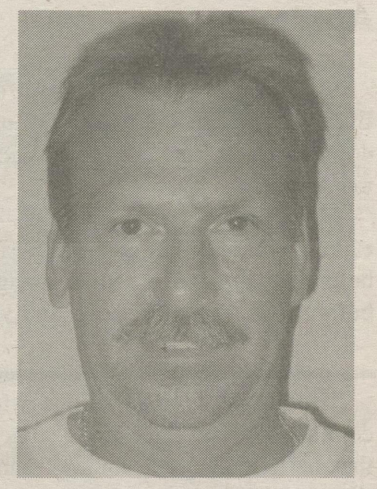
or call (313) 842-2600

Teamster Conver



Teamsters in Las Vegas remind delegates of Hoffa's many broken promises (such as "No Dues Increase") from the 2001 Convention.

I'll Be There...



"Are members better off now than we were in 1998? Has Hoffa delivered on any pride or power? I damn sure don't think so and I know there are thousands of Teamsters out there who are ready for change.

"We went to Vegas as delegates to the IBT Convention to make sure every one of us has a choice this fall. Now it's time to turn out the vote. I'll be at the TDU Convention to make sure that happens. Join me in Cleveland as we put the final plans in place to defeat Hoffa."

Wayne Phillips
Local 243, UPS
Pontiac, Mich.

What's the RIGHT TO VOTE Worth to You?

The Hoffa administration claims it is a "waste of $10 million" to let all 1.4 million Teamsters vote this fall. They said the exact same thing in 2001. They wanted no election in 2001, and none in 2006. They would never feel it is time for an election.

What's the Right to Vote worth to you? Over the past five years, since the last election, Teamster members have paid $3.5 billion in dues. This election will cost about one-thousandth of that sum. One-tenth of one cent of your dues dollar.

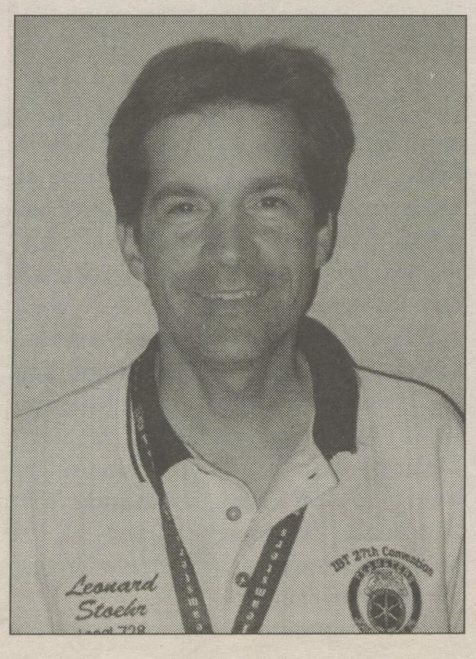
Is the Right to Vote worth it? You be the judge.

One other thing: their "$10 million" is an exaggeration. That figure includes the entire cost of the election, which started over a year ago, and includes the delegate elections, the Election Supervisor staff at the IBT Convention, etc.

If you believe in the Right to Vote, elect leaders this fall who respect that right, not those who want to steal your rights.

Elect candidates who believe in real Teamster unity, which comes from members voting and having confidence in their leaders.

Money Well Spent? Hoffa doesn't want dues money wasted on democratic elections; he'd rather pay for more vanity portraits, like this one that cost Teamster members a pretty penny.



"Our Teamster rank and file election is not a divisive process. It can unify the union membership, by having the membership choose its leader. The leadership will be stronger, because the leaders will be able to say, 'The members elected me —one member, one vote."

Leonard Stoehr
Elected delegate
Local 728, at the IBT Convention.

Stoehr was greeted with a chorus of boos from the Hoffa floor leaders for making this remark.

"After what I saw at the Teamster Convention, I realized how important TDU is. If it weren't for TDU, there wouldn't even have been any effort to speak up for the members.

"I had Teamster officials screaming at me because they didn't want Tom Leedham on the ballot, but I've always believed in democratic elections. If you feel the same way, you should join TDU and help fight for our rights in the union."

Joe Strub
President GCC Local 116-C
Eugene, Ore.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

Other _____

___ $40 one-year membership & subscription to *Convoy Dispatch*

___ $95 three-year membership fee

___ $25 for spouses, and Teamsters who gross less than $22,000 a year

___ $25 for retirees. Retired from Local _____

❑ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

ention Report, Las Vegas 2006

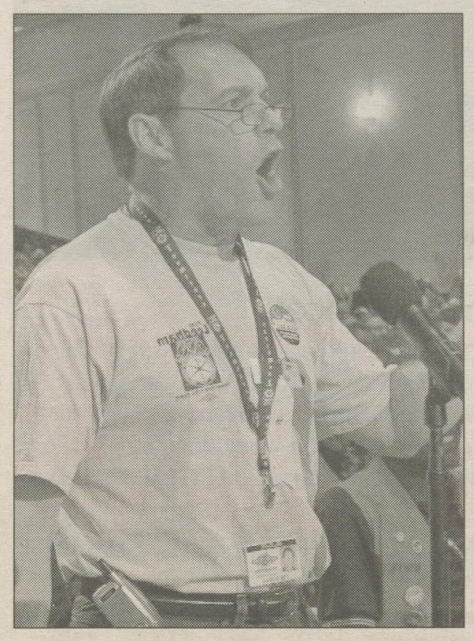
Picture the ideal union convention.

Brothers and sisters from across North America coming together to discuss and debate the direction of the union, to nominate officers to lead the way, to represent the members at home as they chart a course for the future.

Sound good to you? Then you probably would have been booed and ridiculed at the 27th Teamster Convention in Las Vegas this June. But you would have also stood with some strong reform delegates who want to see the Teamsters regain the confidence of a membership that has been subjected to the repeated broken promises of the Hoffa administration.

Here are some of the highlights—and lowlights—from the convention floor.

We Spoke for Members...



Pension Accountability

"We propose that pension fund trustees be elected by the rank and file, and that pension fund information—and by that I'm talking about the actuarial valuation data—be shared with the people who put their hard-earned money into the retirement plans in the first place, our members."

Tim Buban
Local 200 Secretary-Treasurer
Candidate for Intl V.P.
Milwaukee

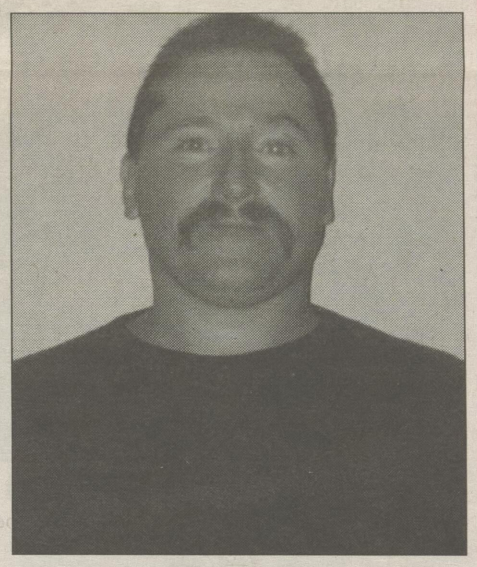
Introducing an amendment to hold pension trustees accountable to members.

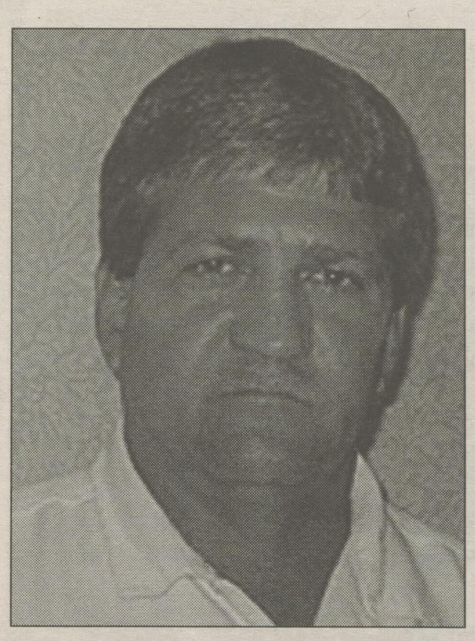
Vote on Dues Increases

"We have a dues rate that goes up with the wages, and the International gets more of the dues under the new formula. There's no reason to raise the dues formula again without giving members a vote. Put it in the Constitution and let our members know we trust them."

Rick Danner
Delegate, Local 71
Charlotte, N.C.

Seconding an amendment to require membership votes on dues increases.





End Sky-High Salaries

"We need to make a change in the salary scale down to $200,000. This still provides top-rung salaries to top officers, but it brings it down from the upper atmosphere. It limits the use of patronage multiple salaries...

"Here in Las Vegas, we are far from the rank and file. I ask you to consider what your members think about this motion."

Darrell Hall
Delegate, Local 89
Louisville

Introducing an amendment to end outrageous multiple salaries for International officials. (Hall was later assaulted by a Hoffa delegate, see page 11 for story.)

Hoffa's People Did As Told

Hoffa's floor leaders instructed delegates how to vote on the issues of pension accountability, right to vote on dues increases, membership rights, and salary caps for International officers.

Here's How Hoffa Officials Responded to Motions for:

Pension Accountability

"This is absolute bullsh*t. I mean, if you can think about how they operate in terms that—their bylaws allow them to not allow people who have differing opinions. Now, how would that be if they were a trustee on a plan and someone has a different opinion?"

Randy Cammack
Hoffa Running Mate

Membership Votes on Dues Increases

"Having a referenda is no more than a waste of money, just like the TDU is trying to make this union spend millions of dollars in an election [for International officers]."

George Tedeschi
Hoffa Running Mate

Ending Multiple Salaries, Using Money to Organize

"This is the same TDU bullsh*t that we've been putting up with since '96 every time we get into a convention."

Gary Kitchen
Hoffa Delegate

Not only did Hoffa supporters reject this amendment, they voted to raise the meal allowance for International Reps and officers to $100 per day!

For transcipts of the first four days of the Convention, go to www.teamstersinformation.com

Campaign Calendar

August

- Campaign ads, also known as **"Battle Pages,"** appear in *Teamster* magazine.
- **Teamster Presidential Debate.** TDU won changes to the Election Rules to provide for this debate. Will Hoffa show up, or will he duck out and send Keegel?

September

- **TDU Convention** will be a convergence of Teamsters campaigning to change the direction of the union.
- **Second set of Battle Pages.**

October

- **Get out the Vote.** Ballots mailed Oct. 10
- **Final Battle Pages.**

November

- **The Count.** Ballot counting begins Nov. 13.

Hoffa Spin Stopper

More Lies About Leedham Campaign Funding

Hoffa has falsely accused the Tom Leedham Campaign of receiving an employer contribution.

The Election Supervisor dismissed Hoffa's lie, saying the Hoffa Campaign "offered no evidence or witnesses to support the allegation." Of course, that didn't stop Hoffa from repeating the lie again and again at the Teamster Convention. The lie is still posted on the Hoffa website.

Here are the facts: A patent attorney named Joseph Coyne, who is the cousin of Chris Roos, a candidate on the Leedham Slate, made a personal contribution to the campaign's legal defense fund.

"Hoffa 2006 offered no evidence or witness to support its allegation." —Richard Mark, *Election Officer*

This contribution was made in memory of Coyne's father (Roos's uncle) who was a union shop steward.

In a law firm with almost 500 attorneys, some represent employers. Coyne doesn't represent employers and never has—unlike Hoffa himself who represented corporations against workers as a management attorney.

Hoffa's former campaign attorney who provided free legal services was also a management lawyer who represented major Teamster employers such as Waste Management and Foodtown against Teamster members. Now Hoffa has appointed this union-busting lawyer to be Teamster General Counsel.

If Hoffa is concerned about anti-union lawyers, he should clean up his own house. The Leedham Campaign is exclusively represented by attorneys who represent employees and unions.

Hoffa's Man Caught Collecting Ballots

We know the Hoffa Campaign lies about candidates they fear. But would they steal ballots? You bet.

A June 30 decision by the Election Supervisor exposed that Hoffa's man in Local 805 collected ballots in an attempt to steal the delegate election from Sandy Pope, the Leedham Slate's candidate for General Secretary-Treasurer.

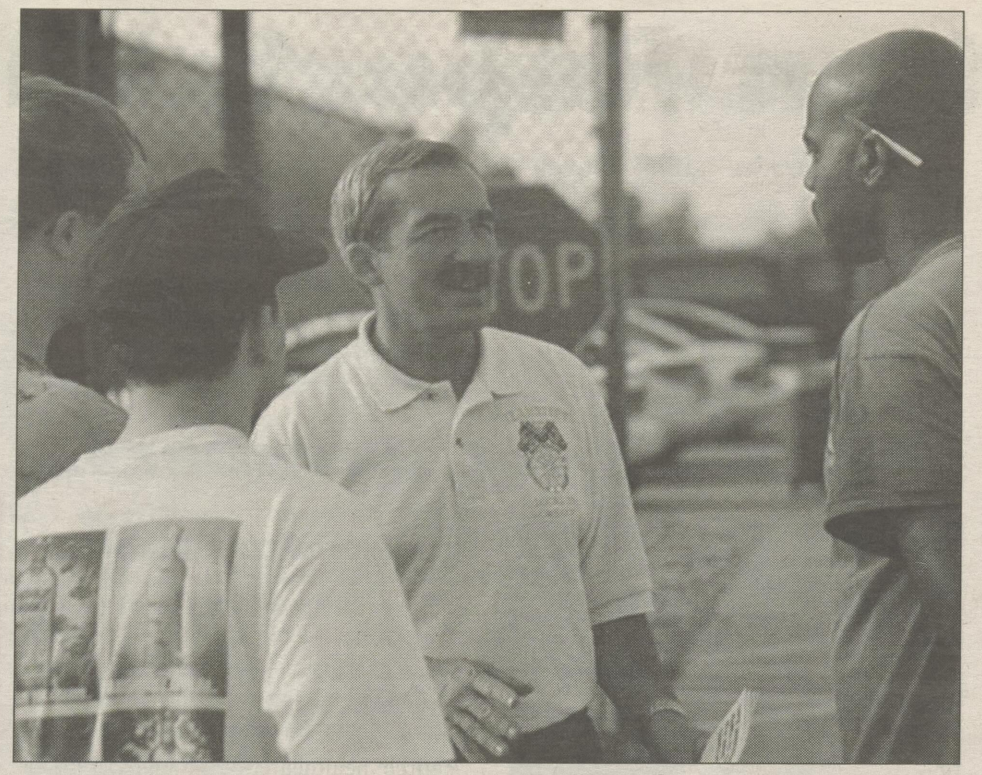
The Election Supervisor's detailed investigation revealed the absurd scale of Yanko Fuentes' ballot collecting: nearly half of the votes that Fuentes received came from collected ballots.

While Fuentes was trying to steal the Local 805 election, Hoffa provided him with two attorneys (David Hoffa and Walter Kane), a campaign manager (convicted felon Kevin Currie), glossy literature, endless phone banking, and a free, all expense paid trip to Las Vegas.

Pope still thrashed Fuentes by two-to-one. As punishment for his election fraud, Fuentes was fined, and he's been referred to the Independent Review Board for further action.

The Hoffa campaign has repeatedly slandered and lied about Pope, who has served Teamster members for two decades at all levels of the IBT. Even after Hoffa's front man was busted for collecting ballots, his website continues to praise Fuentes and attack Pope.

Read ESD 316 on the www.ibtvote.org website, and compare it to the lies put out by Hoffa's campaign.

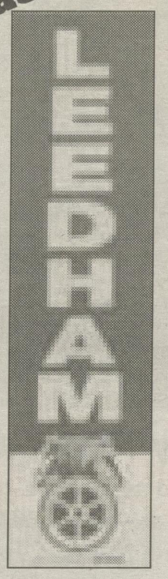


Join Candidates on the Campaign Trail

Tom Leedham will be traveling across North America to reach out to Teamster members. So will the rest of the Tom Leedham Strong Contracts, Good Pensions Slate. Rank and file campaigners have already been introducing Teamster members to the issues—this is your chance to introduce them to the candidates. If you would like to help take a slate member around in your area, contact the Leedham Campaign at (718) 287-6156 or TDU at (313) 842-2600.

It will take 200,000 votes to win this election: how many can you reach? We're going to do it, talking Teamster to Teamster right up until the ballots are counted in November.

Pole Signs Now Available!



100 for $30

New Leedham T-Shirts!

Front

Back

$15 each*
*bulk discounts apply

Plus, Dump Hoffa shirts, stickers and other gear.

To order these items or other Leedham gear, call the Tom Leedham Campaign at (718) 287-6156. Many items also available at www.Leedham2006.org.

www.dumphoffa.org

Leedham's Antidote to the Losses of the Hoffa Years

Hoffa's Weak Contracts Can't Hide Behind His Father's Famous Name

The 2006 IBT election will be a rematch between Hoffa and Tom Leedham, who squared off in 2001. While the names at the top of the ballot are the same as in 2001, the similarities end there.

In 2001, Hoffa was an incumbent without a record. In three years in office, he had never negotiated a UPS or freight contract. In the few bargaining units where Hoffa had negotiated a contract, the members voted against him. But for the most part Hoffa could still run on his father's celebrity.

This year, Hoffa has to run on his record and it's not pretty. His "Best Contract Ever" is so weak that he's back at the bargaining table to try to fix it two years before it expires. Hundreds of thousands of Teamsters have been hit with pension and health care cuts after Hoffa guaranteed his contracts would maintain or increase our benefits.

Tom Leedham has a proven record in exactly the areas where Hoffa has failed.

Winning Strong Contracts

Leedham has negotiated industry-leading contracts as the head of Oregon Local 206 for 20 years, where he represents warehouse, UPS, freight, sanitation, public employees and other Teamsters.

Leedham has eliminated Local 206's multi-tier contracts that paid different wages and benefits to Teamsters doing the same work. Leedham's contracts brought all members up to the top scale.

Restoring Good Benefits

When Leedham took office, the Local 206 health trust was nearly bankrupt. Retiree healthcare coverage was being eliminated.

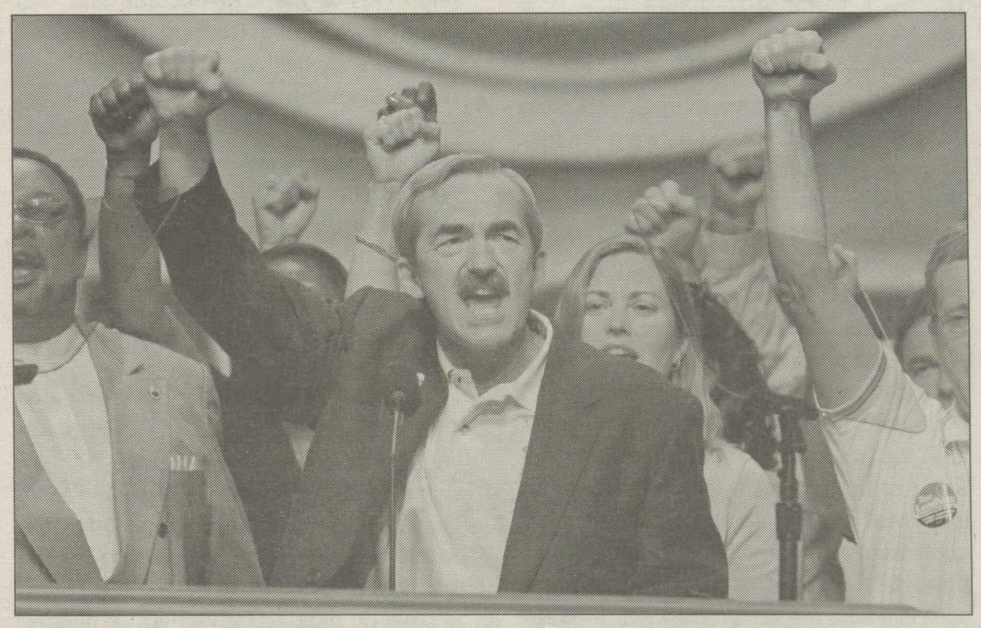
Leedham instituted reforms and won higher employer contributions. He turned that fund around and reversed the benefit cuts.

Today, Local 206 members enjoy a top-notch health benefit with no or low co-pays. Leedham has restored affordable health benefits for retirees.

The Hoffa Legacy

Hoffa's record dues hike doubled the budget of the International Union. Did Hoffa double our union's power? Did he double the backing Teamsters get from our IBT? Or did he just double the PR we get in our homes?

Hoffa won the last election on his father's famous last name. This year, he'll have to answer for his own infamous record.



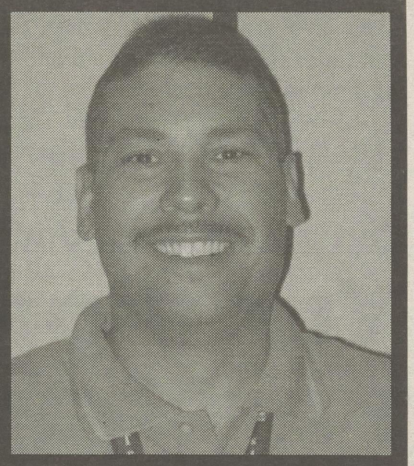
Delegates to the Teamster Convention voted to nominate the Tom Leedham Strong Contracts, Good Pensions Slate. Hoffa spent hundreds of thousands of dollars to try to block Leedham's nomination and deny members an election. Teamster members stopped Hoffa and won the right to decide for ourselves. A ballot will be mailed on Oct. 10 and counted Nov. 13. Now, Teamsters will have a choice in the 2006 election. What we do with it is up to us.

Hear Tom Leedham's history and his plans for rebuilding Teamster Power:
Go to www.leedham2006.org to see his acceptance speech at the Teamster Convention.

Join 10,000 Teamsters for Tom Leedham

"Chicago Teamsters understand Teamster Power and we want a General President who does too. That's Tom Leedham. I get information about Leedham in the hands of other Teamsters and put up campaign pole stickers all over town. I'm also signing up other Local 705 members for 10,000 Teamsters for Tom. If we want to win this fall, we've got to make it happen ourselves."

Victor Emeric
Hallett Expert Movers
Local 705, Chicago



It will take 200,000 votes to win this election. Join the network of Teamsters who are spreading the word and getting out the vote for victory in November!

- ✓ **Get the latest flyers**
- ✓ **Get campaign updates**
- ✓ **Spread the word**

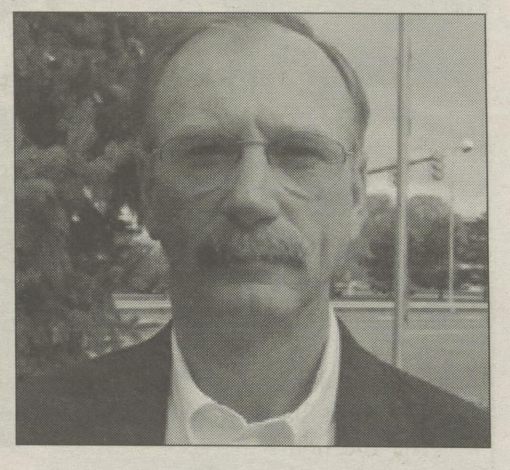
To Join 10,000 Teamsters for Tom or to order pole stickers and other gear, go to www.Leedham2006.org or call (718) 287-6156.

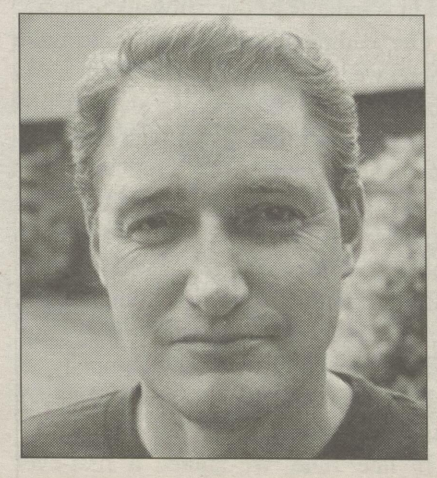
"This election is ours to win.

"I've been out talking to members in freight and UPS. They're mad that our master agreements aren't being enforced, and they're really mad that Hoffa lied about cutting our pensions.

"To win this one, we've got to get out and talk to Teamsters about the issues. We need to Dump Hoffa and elect Tom Leedham. Do your part to help win this election for all of us."

Mike McGowan
Local 667, UPS
Memphis





"Teamster members know the value of TDU. It's where you turn to find out what's going on in our union.

"The 2006 election will raise all sorts of issues and concerns. Our brothers and sisters need answers and leadership that understands what life is like for working Teamsters.

"TDU knows the drill. Our organization has been making things happen in our union for 30 years. The time is now to join TDU. Be part of making it happen."

Jim Jacob
Local 251, Yellow
East Providence, R.I.

BLET Teamsters Win the Right to Vote

Similar Effort in BMWED Suffers Setback

In a resounding vote, Teamsters in the Brotherhood of Locomotive Engineers & Trainmen have changed their bylaws to give members the Right to Vote for their national officers. Members voting in the mail ballot referendum cast their votes in favor of the change by nearly a two-to-one margin.

A determined group of engineers from Atlanta Division 316 put forward the idea of direct elections in October of last year. Within a few months, other divisions representing 25 percent of the BLET membership signed on. This triggered a provision in the BLET bylaws that called for a referendum of the membership, and in April every member received a ballot asking them to decide the issue.

In mid-June the ballots were counted and the result was overwhelmingly in favor of the proposal. If the membership had voted no, then the BLET would have continued to elect their national officers through delegates at conventions. But activists who put the amendment forward weren't worried about that.

"We knew the members wanted this," said W.L. Morris of Division 316, one of the architects of the proposal. "Since we've joined the IBT, we have the right to vote for our International officers. Why shouldn't we have that same right in our National division?"

Ed Michael, President of Div. 724 and candidate for International Teamsters Vice President, agreed. "BLET members deserve the right to hold their leaders directly accountable, and the carriers need to know that our leaders have the confidence of the members they represent. This is more democratic and will make us stronger at the bargaining table."

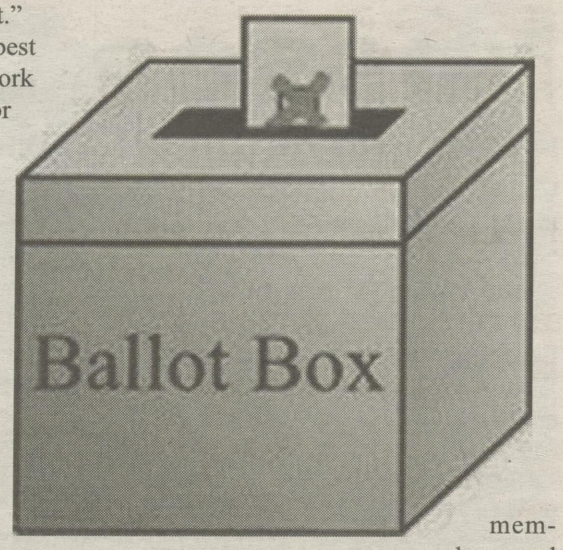
Earlier in the week, delegates to the BLET Convention in Las Vegas elected national officers for one last time. Future elections will be based on one member, one vote: unless the entrenched officers are able to figure out an end run around the will of the membership.

Activists Work to Expand the Right, Others Work to Undo It

Some BLET General Chairmen and Vice Presidents have already been making plans to have another referendum two years from now to undo the right to vote. That is the soonest that such a petition could be circulated according to the bylaws.

"We do have to be vigilant in making sure that the powers-that-be don't steal this victory from us," says Hugh Sawyer, the Local Chair of Div. 316. "But I think any attempt to rescind this initiative will be a minefield for those whose only argument can be that the rank and file are too stupid to make the decisions. I think the members will reject any such effort."

As every strategist knows, the best defense is a good offense. The network of BLET members who fought for the right to vote for national officers would like to see a similar effort at the General Committee level.



"General Chairmen are the officers that members most depend on to fight for our bread and butter issues. We have good General Chairs, and we have bad ones, but all of them should have to stand for election by the members," says Brad Thompson of Div. 442 in Missouri. Currently General Chairs are selected by the Local Chairmen of each division in the Committee.

No initiative has yet been circulated to change the bylaws to make such a change, but a proposal was submitted to the BLET convention that would have brought direct election to the General Committees if it had been adopted. The delegates, under direction of the majority of General Chairmen, voted the provision down and also defeated an effort to have the vote reported out through roll call.

BMWED Faces Higher Hurdle

Rail Teamsters in the BMWED (Maintenance of Way) do not have the provision in their bylaws that BLET members used to obtain a referendum. Instead, activists for the right to vote had to try to persuade the delegates at the BMWED convention to approve one-member, one-vote. This was quite an uphill battle and the reformers fell short. Led by Hoffa running-mate Freddie Simpson, the delegates rejected this proposal, saying that they were capable of speaking for the membership.

This is not the first time the Right to Vote has been raised at Maintenance of Way Conventions, and with the success of BLET members in this area, it may become harder for future delegates to continue to reject direct elections.

"The work can't be moved, and contractors face a deadline."

Organizing Ready Mix and Construction

Darryl Connell
President, Local 200
Milwaukee

When we came into local union office two-and-a-half years ago, ready mix and construction were being neglected. Since construction work can't be moved, and contractors face deadlines, construction can and should be a Teamster stronghold. So we put together a strategic plan to organize in construction, and have stuck with it.

To be effective, we knew we'd need solidarity among the building trades unions. We improved our working relationship with the building and construction trade council and the various unions. It's a two-way street. We've gotten support and we've extended it, too, in terms of area standards picketing to protect good union jobs in Milwaukee. This gives us the right to picket a job site if companies are paying workers less than the union standards of the Milwaukee area.

Our campaign expanded to the point where we needed to pull a good ready mix steward onto the union staff, at first on a temporary basis, and later as a full-time business rep.

Our campaign started in 2004 and expanded in 2005 and 2006. We started in ready mix and have now moved into drywall distributors and waste dumpsters. We've organized two new ready mix companies and one drywall company, as well as two new dump truck and heavy haul companies.

In late June, we signed a first-ever master ready mix agreement covering 11 employers. It was just ratified during the IBT Convention period. We also, for the first time, started an education and training fund in that agreement.

We've added some 40 new Teamster jobs, and got other Teamsters more work, so they work longer in the year. Our members see the positive results. They're making a better annual wage and also getting more pension credits. It helps strengthen the Central States Fund, too.

We have a strategy to organize, and it's starting to pay off for Local 200 and for construction workers in the Milwaukee area.

Carhaul Contract Under Fire

Yucaipa May Purchase Allied

Allied Automotive Group's 3,800 U.S. Teamsters got a raise on July 1 when the 10 percent cut imposed by the bankruptcy court expired without being extended. Just as important to carhaulers was the news that Yucaipa Companies, a Los Angeles firm controlled by billionaire investor Ron Burkle, is taking an interest in acquiring Allied.

Allied withdrew its motion in court to extend the 10 percent pay cut for another three months, when their own records showed that they made an operating profit in May and had not drawn on the credit they said they would need to continue.

Yucaipa bought $100 million of Allied debt from Morgan Stanley for about $70 million and is looking to possibly take over Allied. Top management figures have indicated they are hostile to this move; presumably they will be gone along with CEO Hugh Sawyer if Yucaipa does acquire the biggest carhaul company in North America.

Behind the scenes Yucaipa has contacted the Teamsters Union. Burkle is a prominent Democrat and presents himself as union-friendly; this is not the first troubled unionized company he has moved to take over.

Kroger Overtime Pushes Workers to Breaking Point in Louisville Local 89

Louisville Kroger management thought they had a bright idea when they forced workers from a five-day week to four ten-hour days. Their move, combined with other mistakes, only made matters worse.

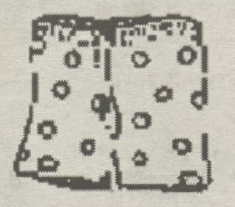
Local 89 members are paying the price. Four ten-hour days quickly became five ten-hour days—and more. "Some guys have worked 60-70 days straight, ten or more hours per day," Local 89 member Mark Horsley said. "We've had a guy get his foot crushed in a forklift accident and guys pulled over by the police after leaving work so tired that they can't drive straight."

Tensions and family problems are also on the rise. An argument between two employees recently resulted in one killing the other while at lunch at McDonalds. Divorced dads are getting hauled into court because they are not able to live up to visitation responsibilities.

One cause of the overtime problem was management foot-dragging over hiring much needed new workers. But the working conditions tend to drive new people away. About one-third of new hires actually stick with the job. The turnover means that experienced warehouse people need to spend time training, removing yet more experienced hands from the floor.

"There are serious problems overall in the industry," Los Angeles warehouse Teamster Frank Halstead points out. "It may be better or worse in one or another location, but the drive to squeeze more work out of fewer and fewer workers is the big factor. Overtime, injuries, turnover are all problems that stem from this big push for more production."

Labor Shorts



Houston Indictment for Election Theft

In June the former president of Houston Local 988 was indicted by a federal grand jury. He is accused of devising a scheme to defraud members in an Oct. 2002 union election by forging 362 ballots. The indictment also accuses Chuck Crawley of taking a $20,000 kickback from the installer of a telephone system into the union's hall.

When Crawley faced a tough election against a reform slate, he fraudulently printed and marked ballots and used the names of members who were not expected to vote. This is on top of his embezzlement scheme, which already got him expelled from the Teamsters by the Independent Review Board.

In 2004, when former Teamster anti-corruption director Ed Stier resigned, he reported that Hoffa had blocked his investigation into Crawley and corruption in Local 988. We now see just how right he was.

Hoffa Supporters Get Violent

Two Hoffa campaigners have been found guilty of attacking Leedham delegates at the Teamster Convention.

Richard Berg, candidate for the Central Region Vice President on Leedham's slate, was hit in the face by Local 743 Secretary-Treasurer Richard Lopez shortly after his nomination was announced.

Immediately after the assault, Lopez went into hiding and did not emerge for two days. The Election Officer ruled that Lopez be barred from the Convention and pay a fine of $1,000. He further ordered that a posting be made on all union bulletin boards in Local 743 stating that no further retaliation would occur.

The second attack was against Leedham delegate Darrell Hall from Louisville Local 89. Hall had earlier introduced a motion to cap the International officers' salary at $200,000 and eliminate multiple salaries.

On Wednesday night, Hall and fellow delegates were relaxing in a bar when Hall got up to sing Karoake. Juan Delgado from Local 63 recognized Hall and hit him from behind, knocking him out cold. Hall's friends caught up with Delgado's group who were fleeing the bar. Both Delgado and another member of the assailant's party, Randy Korgan, left town immediately after the attack. Incredibly, Korgan told the Election Officer that the reason he was in such a rush to leave the bar was that he wanted to get to work organizing UPS Freight.

Roadway Bulletin Boards to Post Drivers' Rights

By July 10, all Roadway terminals in North America should post a court decision awarding a driver his job back, back pay, and attorney fees, after he was fired in February 2002 in Milwaukee. This is important because Teamster drivers can only enforce their rights if they know their rights.

Pete Cefalu, a member of Milwaukee Local 200, returned to work in September 2004 through successful legal action after the grievance panel upheld his discharge. Attorney Paul Taylor won the case on the basis that Cefalu was fired for upholding his safety rights. Cefalu was fired just hours after his sworn statement that Roadway had asked him to falsify his driver log was presented at a grievance panel in support of a fellow Teamster. Roadway has continued to appeal the decision.

The current Local 200 leadership, who won office in 2003, praised the legal victory.

Roadway Teamsters may want to check the bulletin board at your terminal. The full decision of Judge Daniel Leland must be posted and maintained for 60 days. Report any problems regarding posting, or questions, to tdu@tdu.org and they will be forwarded to Paul Taylor at the Truckers Justice Center.

Ralphs to Pay $70 Million Over Strike Lawsuit

"From the company's viewpoint, this was a great strategy, other than the fact that it was illegal."
—Human Resource Expert

The Ralphs Division of Kroger pleaded guilty to multiple felony counts in a case stemming from the 2004 lockout in Southern California. The company will pay $20 million in criminal fines and $50 million for a fund to provide back pay to locked-out workers and reimbursement to the union for strike benefits and other costs during the strike.

Ralphs and other Southern California chains locked out employees during 2004 contract bargaining over clerks in the United Food and Commercial Workers (UFCW). When the stores couldn't operate without experienced workers, Ralphs started bringing a select group of scabs back to work.

They gave the rehired employees false identities and social security numbers—thereby providing false information to state and federal agencies, including the IRS At the same time, they misled benefit funds and concealed the fact that they had rehired workers.

This scam helped Ralphs extend a lockout that kept tens of thousands out of work and ultimately forced on them a contract with benefit cuts that will have an impact for years to come.

Hopefully the fines and settlement will discourage these tactics in the future.

TDU Convention
September 22-24, Cleveland

We'll Be There...

"The TDU Convention is a unique opportunity for rank and file Teamsters to come together, swap information, and chart a course for the future. We'll be back this year to share experiences, learn new strategies in the workshops and promote reform.

"At the TDU Convention you will hear it straight from fellow Teamsters on what is going on in other areas of the country. The value of that communication and information is priceless. We hope to meet and talk to you at this year's TDU Convention."

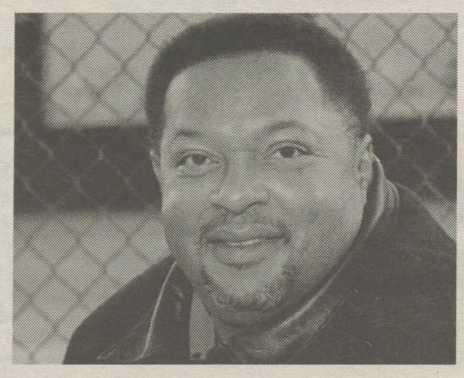
Larry & Theresa Macdonald
Local 728, Atlanta

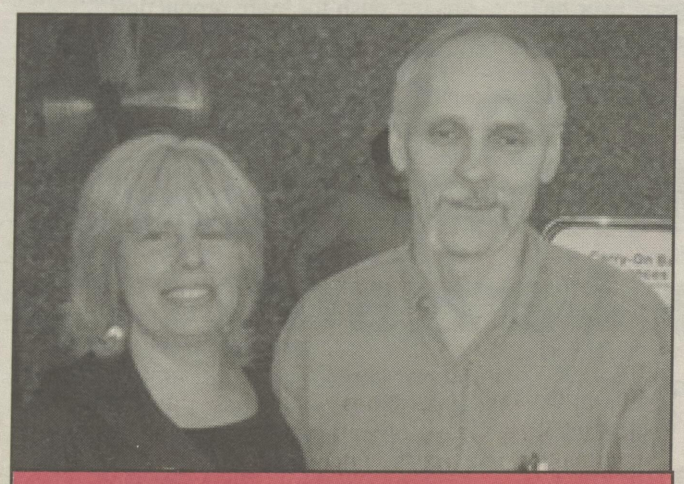
September 22-24, 2006 - Cleveland Sheraton Airport

The 31st TDU Rank & File Convention:
Change the Direction of Our Union

"The TDU Convention will be just weeks before the ballots go out. This is our chance to plan the final stage of getting out the votes to take back our great union. On top of campaign plans, TDU holds some of the best educational workshops in the labor movement. Don't miss this opportunity."

Scott Webber
Local 728 Recording Secretary
Candidate for Intl. V.P. at Large
Atlanta





New Educational Workshops!

Is management reorganizing your workplace to keep you and your co-workers separated? Have technological changes made it harder to talk with coworkers and build workplace solidarity? Have mid-contract changes undermined contract enforcement? You can do something about it! Labor educators Nancy Lessin and Charley Richardson explain what you and your coworkers can do to fight back against management's tactics!

CONVENTION REGISTRATION

Includes cost for all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at the special group rate. All rooms cost $100 per night (tax included) for one to four people. If sharing cost of room, please indicate the other parties.

CREDIT CARD PAYMENT

MC/Visa/AmEx/Discover # _____

Exp. Date _____ 3 digit security code _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles. Only funds from Teamster members and their spouses can be used for campaign purposes.

Register for the Convention!

Name _____ Local _____

Address _____

City _____ State ____ Zip _____

Phone (___) _____ Company _____

If registering for others, please include their information as well.

Teamster Status:

❒ Active, dues-paying member ❒ Retired Teamsters
❒ On Withdrawal from Teamsters ❒ Spouse of Teamster
❒ No current Teamster affiliation

Convention Registration:

Days Attending	*# of people*
Fri., Sat. & Sun	$190 x _____
Fri. & Sat.	$165 x _____
Sat. & Sun.	$165 x _____
Sat. only	$100 x _____

Total Registration Cost = _____

Housing:

❒ non-smoking room ❒ smoking room
❒ single room
❒ double room with _____
❒ Thursday ❒ Friday ❒ Saturday ❒ Sunday

Housing Cost = Number of nights x $100 = _____

Donation: **(see description at right)** _____

TOTAL COST = _____

Registration Discount: (enclose full payment or 50% deposit for early registration discount)

___ $10 if postmarked by August 18 ($5 for Saturday only)
___ $10 if traveling over 500 miles one way
___ $20 if traveling over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Return to: TDU, Box 10128, Detroit, MI 48210
You can also register online at www.tdu.org

Workshops:

- Get out the Vote
- Protecting Our Benefits
- Health & Safety
- Legal Rights at Work
- Running for Office
- Organizing UPS Freight
- Winning Strong Contracts
- Getting Members Involved
- And Many More!

Speaker Topics

Rail Right to Vote
Contracts in Waste Industry
Organizing Ready Mix
The Push to Dump Hoffa
Building a Stronger Teamsters

TDU Scholarships

Help send low-income Teamsters to the Rank and File Convention and support TDU's fight for a democratic union!

Please give what you can.

$100 will cover meals and materials for one person at the Convention.

$50 will pay for a half a hotel room for one night.

Other. Your donation of any size will help TDU's work to rebuild Teamster power.